

# Equality and diversity

## Introduction

The Equality Act established a duty (s149) for public bodies to consider all individuals when carrying out their day to day work - in shaping policy, in determining and delivering services and in relation to their own employees.

Central to the new duty are three core aims against which public bodies should have due regard:

- stop unlawful discrimination
- improve equal opportunities and
- encourage good relationships.

To evidence compliance with the Equality Act (2010), and specifically the requirements of the Equality Act (Specific Duties and Public Authorities) Regulations 2017, we must publish:

- **Equality Objectives:** public bodies are required to publish one or more specific and measurable equality objectives and then at least every four years (statutory objectives). These are set out in the [Equality Policy](#).
- **Employee equalities data:** We are required to annually publish data with regards our employees. The publication of data and development of further data also serves to improve the transparency of the organisation.
- **Gender pay gap data:** employers with 250 or more employees are required to annually publish statutory gender pay gap calculations every year.

## Gender Pay Gap Report

### Introduction

Under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 from April 2017 employers with 250 or more employees are required to publish statutory gender pay gap calculations every year.

The data must be a snapshot of salary data on 31 March every year and under normal circumstances must be published on both the government website and Gravesham's own website by 30 March the following year.

The information that is required is set out below:

Description	Details
Mean gender pay gap	The difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.
Median gender pay gap	The difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.
Mean Bonus Gap	The difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees

Description	Details
Median Bonus Gap	The difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.
Bonus Proportions	The difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.
Quartile Pay Bands	The difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees

### Gender Pay Gap Figures

The figures have been determined from the Gender Pay Gap report produced from the payroll system. The highlighted figures are those that are required to be reported on the Government Website.

*Table 1 – Mean and Median Gender Pay Gap*

	Mean Hourly rate	Median Hourly rate
Male	14.27	11.54
Female	13.48	11.38
Gender Pay Gap	5.56%	1.39%

*Table 2 – Bonus Gender Pay Gap*

	Mean Hourly rate	Median Hourly rate
Male	0	0
Female	0	0
Gender Pay Gap	0%	0%

*Table 3 – Quartile Pay Bands*

Quartile	Male	Female	Male %	Female %
Lower Quartile	89	46	65.93	34.07
Lower Middle Quartile	56	80	41.18	58.82
Upper Middle Quartile	66	70	48.53	51.47
Upper Quartile	82	53	60.74	39.26

The council's gender split across all employees on 31 March 2020 was 54% male and 46% female, a profile which has been static for a number of years.

### Employee Equalities Data

The workforce at Gravesham Borough Council is made up of the following:

- 488 employees (as of 2020)
- 47% are female, 53% male

### Age breakdown

Age breakdown is in the below table.

Age	Percentage
16-19	3%
20-24	7%
25-29	3%
30-34	7%

Age	Percentage
35-39	8%
40-44	9%
45-49	14%
50-54	19%
55-59	16%
60-64	10%
65+	4%

## Ethnicity

Ethnicity	Percentage
White British, Irish, other	41%
Multi ethnic	1%
Asian or Asian British	2%
Black or Black British	1%
Not Stated	54%
Other	1%

Disability			
487 staff have not stated whether they have a disability or not			
Religion/Belief			
Christian	Other	None	Not Stated
8.5%	1.5%	2.0%	88.0%
Sexual Orientation			
Heterosexual	Other	Not Stated	
45%	2%	52%	

Declaration levels on the HR Selfserve4you system relating to the other protected characteristics remains low and in some areas is not sufficient to enable any meaningful analysis. However, these figures are gradually increasing as staff use this new self-service system more and further proactive measures will be undertaken.

## Equality data

On review of the protected characteristics, Gravesham is a borough of significant diversity. Headline statistics for the borough across the protected characteristics include:

- Gravesham's Black and Minority Ethnic (BME) total of 17,494 residents amounts to 17.2% of all residents in the borough which is the highest percentage across all districts in Kent.
- In regard to the working age population and claims for Disability Living Allowance, Personal Independence Payment and Attendance Allowance, Gravesham's figure in April 2016 was 7,968 (7.5%).
- Between the 2001 and 2010 Census the sharpest percentage increase in age categories has been in the numbers of people aged '85+'. This group has increased to total 2,000 over the period in question, a jump of 27.7%.

For a full breakdown of key equalities statistics within the borough, please select the [Equalities Profile](#) document.